

Abstract

The thesis “Analysis of the influence of demographic development on employment and employment policy of elderly people in the Czech republic” focuses on the specific position of elderly people in the labour market. In the event of redundancy, they tend to be under threat of long-term unemployment more often and to a greater extent than other groups in the labour market. The thesis describes in detail the current state of employment of elderly people in the Czech Republic and the European Union with respect to demographic trends, which – in addition to other consequences – also have a strong impact on the labour market.

The aim of the thesis is to determine the main obstacles preventing greater involvement of elderly people in the labour market in the Czech Republic, and the direction employment policy should take in order to achieve greater efficiency. The basic hypothesis of the thesis is the idea that the implementation of an active employment policy in the Czech Republic is not effective enough in solving the unemployment issues of the elderly. Using four theoretical frameworks, the main deficiencies of the currently implemented employment policy with respect to elderly people and the causes thereof are identified. Theoretical foundations are also applied in discussing possible solutions to the problem.

The empirical part of the thesis uses the findings of public political documents, results from professional studies, methods of comparative analysis and, more than anything else, knowledge gained from expert interviews. The Czech Republic’s approach to employment policy in relation to elderly people is compared to the approach of Finland, which is among the most successful European states in the field of both social and economic involvement of elderly employees. The recommendation part of the thesis provides specific suggestions that could inspire a more effective employment policy for elderly people in the Czech Republic.